

Exhibit

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RENALDO NAVARRO

UNITED STATES DISTRICT COURT
NORTHERN DISTRICT OF CALIFORNIA

RENALDO NAVARRO,

Plaintiff,

vs.

MENZIES AVIATION, INC., doing
business as MENZIES and DOES 1 through
10, inclusive.

Defendants.

Case No.: 3:10-cv-08157 VC

**DECLARATION OF JULY MACAPAGAL
IN SUPPORT OF PLAINTIFF'S
OPPOSITION TO SUMMARY JUDGMENT**

Date: November 19, 2020
Time: 10:00 a.m.
Place: video conference link

Hon. Vince Chhabria
San Francisco Courthouse
Courtroom 4 – 17th Floor

Action Removed: December 16, 2019
Action Filed: October 23, 2019

1 I, July Macapagal, have personal knowledge of the matters stated herein and if called upon
2 as a witness, I would competently testify as follows:

3 1. I want to add the following to the declaration I signed for Menzies.

4 2. Mr. Navarro is a good supervisor. I was not agreeable to him being terminated.
5 He was well liked by fuelers and well respected.

6 3. The petition was so that management would investigate Mr. Dodge. I do not
7 understand how Mr. Navarro ended up being terminated. He should not have been.

8 4. Many fuelers had complaints against Dodge in 2017 and 2018. Some of the
9 complaints I know of is that he caused people to miss their meal breaks. We communicated this
10 to the union and to management. Nothing was done. I believe that is why the petition was put
11 together.

12 5. This is serious because missing meal breaks sometimes becomes a safety concern,
13 because people are tired.

14 6. When I signed the petition, as a supervisor, I did not think that is a problem. It
15 was the truth. No one from management ever investigated me about me signing the petition.

16 7. Also, in 2017 and 2018 we had not yet received Menzies handbooks or code of
17 conduct documents. We have yet to receive these documents until today.

18 I declare under penalty of perjury under the laws of the United States and in the State of
19 California that the foregoing is true and correct.
20

21 

22 _____
23 July Macapagal

Oct 31, 2020

Date

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Hi July,
Please sign the declaration per Arlo Uriarte's request.
Thank you.

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